

# **Working hours, its length and distribution, with the focus on part-time**

## **Abstract**

The thesis deals with the issue of working hours and its distribution with a special focus on part-time. The thesis also introduces the legislation of part-time in the foreign law system, particularly in the Netherlands. The aim of this thesis is to analyze the current legal regulation of working hours, its length and distribution, focusing on part-time. The thesis is divided into six chapters, which represent labor law in the system of law, historical development of working hours, sources of labor law, legal regulation of working hours and rest periods and distribution of working hours. The fifth chapter deals with labor law institutes in which part-time deviate from the set weekly working hours. The chapter defines persons that are entitled to apply for part-time or another suitable adjustment of their working hours, forms of these suitable adjustments and the interpretation of the concept of operational reasons by the Supreme Court of the Czech Republic. The thesis also describes the method of calculating and remunerating overtime work for part-time employees and the calculation of the leave of those part-time employees whose working hours are unequally spread over several working days per week. The chapter also describes the impact of part-time on the termination of an employment relationship, supplemented by the current ruling of the Supreme Court of the Czech Republic, and the effect of part-time on social and health insurance premiums and subsequently on the amount of old-age pensions. A separate chapter of the thesis presents the legal regulation of flexible working hours, including part-time, at the European Union level in existing and proposed directives. Particular attention is paid to working hours legislation in the Netherlands, focusing on the description of an employee's request for adjusting the length or distribution of working hours.

**Key Words: Working hours, part-time, labour code**